

**System and Method for Organizational Risk  
Based On Personnel Planning Factors**

**ABSTRACT**

A system and method for organizational risk based on personnel planning factors is provided. Each employee has an employee profile data area that is used to store planning data and actual data corresponding to the employee. Planning data includes risk analysis data, compensation data, and development planning data. Actual data includes current compensation data and performance data. Inhibitors and motivators corresponding to employees is used to determine a flight risk that pertains to the employee. A contribution level, corresponding to the employee's contribution to the organization, is analyzed along with the flight risk to determine a risk quadrant that is assigned to the employee. Managers can select a risk quadrant and obtain information about common inhibitors and motivators. Incentive data, such as stock options, compensation, and awards, is planned in light of an employee's risk quadrant in order to motivate high contributors to remain with the organization.

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